

MINUTES OF A MEETING OF THE
UNIVERSITY SENATE December 9,
1966

The University Senate met at 2:10 p.m. December 9, 1966, President Elliott presiding.

The minutes of the previous meeting were approved as distributed. Prior to the meeting, Dean Bright distributed the new Faculty Handbook to the members and asked that any suggestions for additions to the information contained therein would be welcomed by his office. Such suggestions should be directed to Mrs. Margaret Trexler in Building E.

A Resolution by the Student Relationships Committee, A RESOLUTION TO INVITE THE PRESIDENT OF THE STUDENT COUNCIL TO ATTEND MEETINGS OF THE UNIVERSITY SENATE (66/9 attached) was moved by Professor Kenny, Chairman, seconded by Professor Lewis.

A Substitute Resolution (66/9 attached, as amended) to EMPOWER THE CHAIRMAN OF THE EXECUTIVE COMMITTEE SPECIFIED DISCRETION TO INVITE OBSERVERS TO ATTEND MEETINGS OF THE UNIVERSITY SENATE, was moved by Professor Wood on behalf of the Executive Committee and seconded by Professor Stevens.

After general discussion of the substitute resolution, Professor Kenny and Professor Lewis withdrew their original motion and agreed to support the substitute motion on the grounds that the Student Relationships Committee had been able only to propose a resolution affecting students, but that they could see the appropriateness of a broader resolution permitting others to attend the meetings as well. After general remarks to the question by Professors LeBlanc, and Reesing, Professor Weston, seconded by Professor Willson, moved that the following sentence be added to paragraph 1:

"Provided that the Executive Committee shall prescribe appropriate conditions to assure that Senate debates or proceedings are not published in such a way as to be likely to inhibit full, free and open debate or constructive criticism of the University or any departments or programs, and to assure that the remarks, arguments or views of individual Senate members will not be published without their consent."

After general discussion of this proposed amendment, and remarks to the question by Professors Reesing, Kenny, Weston, Alpert, Allen, Zuchelli and Heller, Professor Brewer called for the vote and the Weston amendment was defeated. At the same time, it was the sense of the Senate that the substance of the Weston amendment was implicit in the substitute motion and that further statement should not be necessary.

After Professor Brewer outlined the original philosophy of the Committee of Eighteen who had structured the Senate, remarks by Professor Kenny on the possible need for forming another type of body to include faculty only, and a possible need for a compromise resolution by Professor Heller, Professor Wood, Chairman of the Executive Committee, addressed the Senate to describe the feeling of the Executive Committee and also his own sentiments, which had led to the present substitute motion before the Senate.

Professor Brewer, seconded by Professor LeBlanc, moved to amend the substitute motion by adding to paragraph 1, following the word "Senate" the phrase "when matters of major concern to these persons are under discussion," and to strike everything after "University Senate" in paragraph 2. After some further discussion, the question on the amendment was called by Professor Heller, and the amendment was adopted.

Professor Stevens moved the substitute motion, as amended, and Professor Sharpe, seconded by Professor Stevens, moved that a secret ballot be held and the motion was carried. The substitute motion, as amended, then carried on a vote of 14 ayes to 6 nayes.

Professor Willson, Chairman, presented the Interim Report of the Committee on Appointment, Salary and Promotion Policies. The Committee is considering various types of problems in the area of joint appointments, assignment of academic rank to persons hired specially for administrative duties, and the establishment of salary increment recommendations for a faculty member carried only in part on the budget of a particular unit. On the matter of salaries, the Committee hopes for economic sense by departments in approaching broad problems of hiring new faculty, granting promotions and not unnecessarily restricting class size, so as to facilitate the attainment of the AAUP A-Scale and permitting a floor to be established beneath salaries which will bring the University to the A-Minimum Scale rating at the same time. The Committee is awaiting the recommendations of the Committee on Faculty Performance and Development in the matter of criteria for promotions and promotion policies. In the area of fringe benefits, the Committee acknowledges with thanks the recent additions and changes approved by the Board of Trustees at its October meeting and does not plan to recommend any changes to the "fringe benefit package" this year. As far as retirement policies are concerned, the Committee will report in February in this area and if a policy resolution seems in order, will bring it to the Senate at that time.

The Committee report closed with a strong statement of its concern that some matters of proposed changes in existing policies, or promulgation of new policies, are not presented to the representatives of the faculty (as called for in the Faculty Code) in time to enable them to study the matter under consideration and submit their recommendations or otherwise express their opinion before such changes or new policies become effective. The Committee mentioned as an example the changes in the "fringe benefit package," approved by the Board of Trustees at its October 1966 meeting which did not come to the Committee in time for it to deliberate and bring the recommendations of the Committee to the Senate for its consideration and possible transmission to the President or the Board of Trustees.

The Special Report of the Educational Policy Committee was presented by Professor Brewer, Chairman. The submission of this report was the result of a recent communication from the Office of the Vice President for Academic Affairs addressed to the Columbian College faculty and to the Graduate Council announcing a new tuition policy effective July 1, 1967 for the Graduate School of Arts and Sciences which will be applied in principle to all other doctoral programs. The Educational Policy Committee hastily met as the Committee felt that such tuition changes, tied to a new specific requirement for the Ph.D. degree of at least 48 course hours of credit beyond the Bachelor's degree, could not help but have an effect on educational policies in this area. The Committee then presented the following resolution after requesting and being granted a

A RESOLUTION TO INVITE THE PRESIDENT
OF THE STUDENT COUNCIL TO ATTEND
MEETINGS OF THE UNIVERSITY SENATE
(66/9)

Whereas (a) the student body leadership of The George Washington University, vested in the Student Council and its officers, has shown itself to be mature and responsible, concerned with the best interests of the University as a whole;

and

Whereas (b) the University Senate maintains a continuing and profound concern for improving channels of communication and understanding between the student body and the faculty, as represented by the Senate;

and

Whereas (c) the Student Council has requested that its President be allowed to attend as an observer the regular meetings of the Senate,

Therefore,

Be It Resolved by the University Senate of The George Washington University:

1. The President of the Student Council shall be invited by the Chairman of the Executive Committee in the name of the University Senate to attend as non-participating observer at the regular meetings of the Senate.

2. This invitation in no way confers upon the designated individual membership in the University Senate or any of the privileges of membership and may be withdrawn at the discretion of the Senate.

Student Relationship Committee
December 9, 1966

Corred

Recommended to the Senate that the regulations of the new graduate school now being prepared for ^{its} the catalog be submitted for prior approval to the ^{present} faculty of the Graduate Council or the already established faculty of the Graduate School of Arts and Sciences.

Further recommended to the Senate that it give ^{guidance} ~~advice~~ to the Committee ^{as to} any aspects of the new Graduate School of Arts and Sciences it ^{particularly} wants the Committee to examine.

THE GEORGE WASHINGTON UNIVERSITY

7 '66

Washington, D. C. 20006

MEMORANDUM TO: Columbian College Faculty

Graduate Council

FROM: Harold F. Bright
Vice President for Academic Affairs

The Faculty of Columbian College and the Graduate Council recommended the consolidation of the Graduate Division of Columbian College and the Graduate Council into the Graduate School of Arts and Sciences. The Board of Trustees approved this consolidation at their October 20 meeting, to be effective July 1, 1967.

The University Administration has adopted a new tuition policy, effective July 1, 1967, for the Graduate School of Arts and Sciences which will be applied in principle to all other doctoral programs, with such modifications as are appropriate to the other schools. The basic policy is this: doctoral tuition will be determined by the credit hours required for the completion of work for the doctorate, including regular courses and seminars, supervised reading, and research. This policy places all graduate programs, masters' and doctors' degrees, on the same tuition-payment basis. For all graduate degrees, therefore, tuition is tied directly to the amount of work done in earning the respective degrees.

This policy in no way affects the present or future masters' degree programs. Tuition has always been tied to the course and thesis requirements.

At the doctoral level the change is more in form than in substance. We have always required the equivalent of at least two full years of graduate work beyond the baccalaureate before the doctoral student could take the General Examination. Under the new arrangement this is simply measured in credit hours: 48 as a minimum beyond the bachelor's degree, or 24 beyond the Master's degree.

To preserve the flexibility of the present doctoral program, the departments have been asked to include a course, Advanced Reading and Research, given by the Staff. Doctoral students who need no more formal graduate courses will be registered in this course to complete the 48 credit hours for tuition payment purposes. In the past these students have been assigned heavy reading schedules with nothing on the transcripts to show for it. Moreover, faculty members have spent much time supervising such study, without this work being counted as part of the teaching load. The new arrangement will make possible a change in this situation, as many faculty members have urged for years. And the students' graduate transcripts will fully reflect the work done for the doctorate.

Tuition for the dissertation stage will be charged on a credit hour equivalent basis. This will encourage students to move along with their research and dissertation writing. The present flat fee gives no such incentive.

These remarks are intended to clear up questions that have come to my attention.

A RESOLUTION TO INVITE THE PRESIDENT OF THE STUDENT COUNCIL
TO ATTEND MEETINGS OF THE UNIVERSITY SENATE
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Student Relationship Committee

December 9, 1966

DECEMBER 66 INTERIM REPORT OF THE ASPP COMMITTEE

Basking in the pleasant warmth of the announcement last spring by the President and the Board of Trustees that the University has set as its salary goal the achievement of the AAUP A scale, the Committee has nonetheless found work for itself in the current year, beyond watching and reporting on our progress toward the achievement of that goal.

We are operating in five areas--those dealing with appointments, with salaries, with promotion policies, with fringe benefits, and with retirement--a problem left over as unfinished business from last year.

We have opened up an area of considerable confusion with regard to appointments, which, in all probability can be dealt with under the Code, but which will benefit by definition and setting forth appropriate policy and procedural guidelines. For example, there have been problems in the area of joint appointments; problems of assignment of academic rank to persons hired specially for administrative duties--that assignment of rank carrying or leading to tenure; crazy, mixed-up questions of who calls what home and how does one unit go about deciding upon salary increment recommendations for the faculty member carried only in part on the budget of that unit. We have just begun to get into this area. Our first step is to try to isolate and define our problems. When we do we will see if there are policy remedies we can bring to the Senate for its recommendation to the Administration.

On the matter of salaries, we are quietly hopeful--hopeful that the departments will use a modicum of economic sense in their approach to the broad problems of hiring new faculty, granting promotions, not unnecessarily restricting class size, etc., so as not to make attainment of the A scale an impossibility because of factors over which we ourselves exercise some control.

We are hopeful, also, that as we progress each step toward the AAUP's A Average scale, that we will be able to keep a floor beneath salaries which will bring us to the A Minimum scale rating at the same time.

In the matter of promotions and promotion policies, we are awaiting the recommendations which will be coming from the Committee on Faculty Performance and Development. David Nelson and Richard Schlagel will act for our Committee as liaison with Professor Naeser's Committee, and our Committee will--in all likelihood--concur in the promotion criteria developed by the Committee on Faculty Performance and Development.

In the area of fringe benefits, there doesn't seem to be a great deal that we do not presently enjoy--especially since the recent additions and changes approved by the Board of Trustees at its October meeting. The Committee has received communications from individuals on such matters as payment or partial payment of tuition for faculty children who are accepted at and wish to attend other institutions. The clamoring, however, has not been great, and the sentiment in the Committee thus far has been in line with the Committee's previous stand of pressing as strongly as possible for increases in salary and fringe benefit additions which involve the largest benefit to the faculty as a whole (group major medical coverage, etc.) at the lowest cash outlay to the University. Unless we hear from our colleagues that this does not meet with their desires, there will be no recommendation for such a change in the fringe benefit package this year.

There has not been a great deal of concern communicated by individual faculty members to the Committee with regard to making changes in retirement policies. Nonetheless, there has been some, and we are under instruction from the Senate to return a report in this area--after botching our presentation last year. Unless the School of Medicine, an unreported precinct on this

matter so far as the Committee is concerned, still feels the need for substantive change--as it was reported to feel last year--it appears that we may find a relatively simple procedural method of alleviating difficulties that may be presumed to exist under the current Code provisions. We have had no communications suggesting that any faculty member feels there exists a danger of unfair application of the Code provisions under which a member of the faculty may elect and be approved to continue teaching on annual appointment after 65 to age 70. This, to me (I cannot speak for the Committee here) indicates a wholesome improvement in the atmosphere in which we are working. I believe that we can report to the Senate on the retirement matter at the February meeting, and if a policy resolution seems in order, we will bring it to the Senate at that time.

There is just one final matter. We believe that--if the Senate is not to be "just a debating society"--it is vital that "matters which are of concern to more than one college, school or division, or to the University faculty" be referred to it by the Administration for study and recommendation when "proposed changes in existing policies or promulgation of new policies" is contemplated. We interpret this wording of the Faculty Organization Plan to mean that the Chairman of the Executive Committee, the Executive Committee, the Senate as a whole, or the appropriate Committee through its chairman, should be notified when such changes or such new policies are still far enough away from becoming established to enable the representatives of the Faculty to study the matter under consideration and submit their recommendations or otherwise express their opinion before the changes take effect or before the policies are promulgated. This matter is of concern to us because the recent

changes in the fringe benefit package, approved by the Board of Trustees at its October 1966 meeting, did not come to the Committee in time for us to deliberate and bring the recommendations of the Committee to this body, for its consideration and possible transmission to the President or the Board.

Lost

Proposed Amendment to paragraph / 1 of Executive Committee Resolution:

Add the following sentence to the end of the paragraph numbered 1:

"Provided, that the Executive Committee shall prescribe appropriate conditions to assure that Senate debates or proceedings are not published in such a way as to be likely to inhibit full, free and open debate or constructive criticism of the University or any departments or programs, and to assure that ~~individual members~~ the remarks, arguments or views of individual Senate members will not be published without their consent.

Thank you
Kathleen
Lacy

THE GEORGE WASHINGTON UNIVERSITY
Washington D. C.

The University Senate

1 December 1966

The University Senate will meet at 2:10 p.m., December 9, 1966 in the Faculty Conference Room, Fifth Floor, Library Building.

Agenda:

- 1) Proposed Resolution of the Student Relationships Committee permitting attendance of the President of the Student Council at meetings of the University Senate - Professor Kenny
- 2) Proposed substitute resolution of the Executive Committee permitting attendance of student observers at meetings of the University Senate - Professor Wood.
- 3) Interim Report of the Committee on Appointment, Salary and Promotion Policies on the areas of its current research and its recent relations with the faculty and administration on matters of policy.
- 4) Special report by Professor Brewer, Chairman of the Educational Policy Committee, on some aspects of the new Graduate School of Arts and Sciences.
- 5) Election of a committee to nominate a member of the Senate to replace Dr. Miller on the Executive Committee.

Immediately preceding the meeting a Coffee Hour will be held from 1:15 pm to 2 pm for Senate members and members of the Editorial Staff of the University HATCHET. Although it is recognized that some members cannot attend for the entire coffee period because of other duties, in order that we may be as hospitable as possible, those who can are urged to do so. Members of the Faculty Assembly who are not members of the University Senate are welcome to attend the social period.

Frederick R. Houser
Secretary

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Student Relationship Committee
December 9, 1966

A RESOLUTION TO EMPOWER THE CHAIRMAN
OF THE EXECUTIVE COMMITTEE SPECIFIED
DISCRETION TO INVITE OBSERVERS TO
ATTEND MEETINGS OF THE UNIVERSITY SENATE

Whereas (a) the University Senate desires to promote good and informative relations among members of the Board of Trustees, faculty, administration, student body, and any others having a friendly interest in the University, and

Whereas (b) this objective may be furthered by relaxing the present restrictions on the attendance of observers at meetings of the University Senate; and

Whereas (c) in particular the University Senate has confidence it can rely on responsible conduct and good judgment on the part of officers of the Student Council and members of the editorial staff of the University HATCHET, and

Whereas (d) the Student Council has requested that its President be allowed to attend as an observer regular meetings of the University Senate,

Be It Resolved by the University Senate of The George Washington University:

1. That the Chairman of the Executive Committee of the University Senate, subject to specific instructions by the Executive Committee or by the University Senate, the latter taking precedence, is authorized to invite the President of the Student Council and the Editor of the University Hatchet, and other persons with respect to whom it may from time to time seem appropriate and advantageous, to attend meetings of the University Senate.
2. The invitation does not confer any of the privileges, other than attendance, of membership in the University Senate, and although the invitation may be extended as a standing invitation it may be revoked upon the initiative of the Chairman of the Executive Committee, or the University Senate.

Proposed substitute
Resolution 66/9
Executive Committee
December 9, 1966